

Contract: Support staff unhappy with 2.7 per cent wage increase offer

By Catherine O'Brien

Conestoga College support staff voted 86.6 per cent Oct. 10 to reject the province's latest contract proposal — a figure slightly higher than the 83 per cent rejection margin province-wide.

The negotiating team had recommended that membership reject the proposal because of the low wage offer of 2.7 per cent.

Kerry Gennings, president of the support staff local at Conestoga College, said he was pleased with the unofficial results of the vote, which saw a 77-per-cent voter turnout across the province and 79.9-per-cent turnout for Conestoga campuses. He said official figures would be available in about two weeks.

"Conestoga is usually conservative in terms of votes so the turnout is a good sign of how the membership feels. It is a clear message that they are not happy with this offer and want something better."

"People are hearing in the press about a 2.7 per cent wage offer, but what that really breaks down to in dollars and cents is 43 cents per hour (on average) as an actual wage increase," Gennings said.

Katie FitzRandolph, communication officer for the Ontario Public Service Employee Union, said it was unfair that the support staff was asked to take significantly less because of provincial restraints.

"The results clearly show dissat-

isfaction. The support staff is looking for a settlement that reflects their needs, not one that solves the province's problems. The provincial bind was not the creation of the support staff and they should not have to bare the brunt of it," she said.

In mid-September, government officials said they expected a five per cent wage increase to be reduced to 2.7 per cent for support staff.

At that time, Richard Johnston, head of Ontario's Council of Regents, had been quoted in news stories as saying that the council was ready to offer a wage increase of about five per cent to support workers.

Johnston said he was told by officials that a lower wage settlement was desired.

"There have been comments made recently that there is still five per cent in the (college) budget and as far as we know this money has not been clawed back (by the government) so the money should still be available," Gennings said.

Although wages are a key issue, Gennings said the union understands the desire for restraint, and a number of non-monetary issues could have been addressed as part of a concession.

According to Gennings, job security has been an issue for a number of years and is growing in importance. He has been a member of a committee studying the issue of

contracting out jobs at the province's 23 colleges.

"It shocked us to see the degree of contracting out that is going on. There are areas that we never took a good look at that we now find are eroding. I can't think of a single classification that isn't being contracted out at some college in the system."

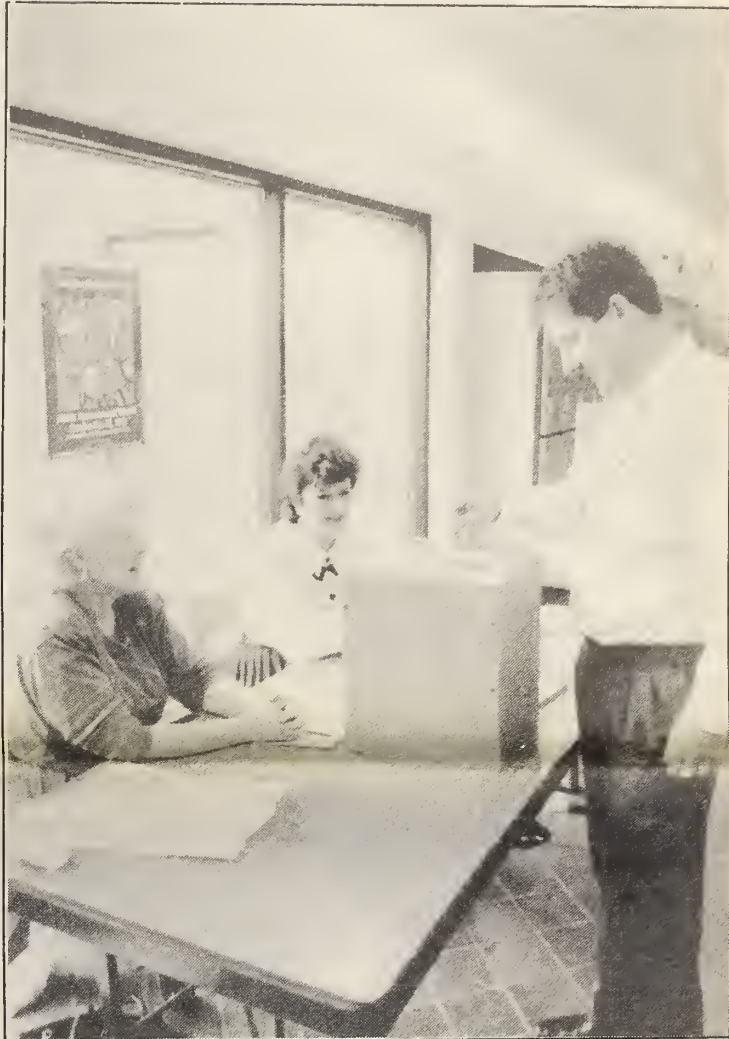
"There are still outstanding issues not being addressed, such as job security, but I would hope there will be some movement on the money issue because that is basically what we talked about in rejecting the offer," Gennings said.

He said there was no talk of strike, as negotiations were expected to resume.

"It (a strike) is still too premature at this point because there is still room for movement. We expect the teams to get back together and negotiate a better offer. I think that both sides are honestly trying to get some sort of a solution here," he said.

FitzRandolph also said the union was not trying to drag out negotiations until an improved economic climate permits a more favorable settlement. "I don't think anyone wants negotiations to drag on. We would like to see a settlement as soon as possible."

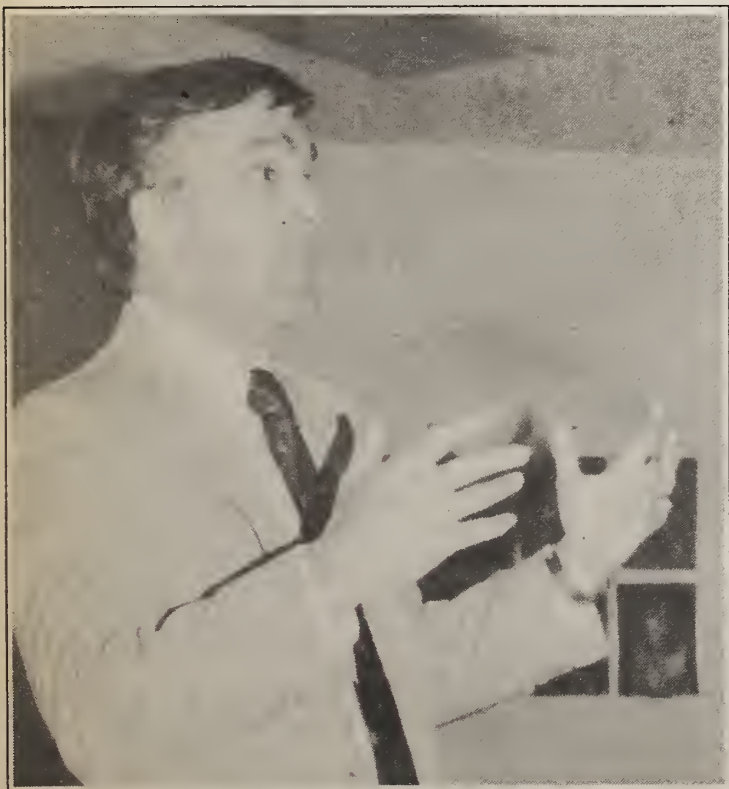
Gennings said that when the parties broke off with the final offer, they set aside Oct. 23 and 24 for future meetings in case the offer was rejected.



Kevin MacIntyre casts his vote Oct. 10 for the proposed support staff contract. Ruth Matthews (left) and Ann Wallace look on.

(Photo by Catherine O'Brien)

College will absorb \$135,000 cut



Conestoga College president John Tibbits makes a point during the Doon campus stop in his president's forum tour.

(Photo by Dan Harrison)

By Daniel Harrison

A \$135,000 funding cut to Conestoga College resulting from provincial government spending cutbacks will have no noticeable effect, said President John Tibbits at one of a series of president's forums Oct. 8.

The cuts have had dramatic effects at other colleges, Tibbits said, adding that he understood that at Humber College all varsity sports were cancelled.

The president told about 60 faculty members and staff at the forum that the college can absorb the cut in three ways.

First, the college had balanced its \$55-million budget and has more budgetary leeway than other schools, Tibbits said.

"The \$135,000 can be managed over a series of budgets."

"We can manage it without any noticeable effect."

Second, Tibbits said, the college had budgeted for a staff salary increase of between five and six per cent.

See Tibbits, page 3



Breakfast time

Grace-Ann Koops, third-year nursing student, and her boyfriend Jamie Droumtsekas, third-year construction student, are two of the approximately 8,000 people at Waterloo Square who enjoyed an Oktoberfest breakfast served by the food and beverage management students of Conestoga College.

(Photo by Stewart Shutler)

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Spoke is published and produced by the journalism-print students of Conestoga College. Spoke is mainly funded from September to May by the DSA. The views and opinions expressed in this newspaper do not necessarily reflect the views of the college or the DSA. Advertisers in Spoke are not endorsed by the DSA unless their advertisements contain the DSA logo. Spoke shall not be liable for damages arising out of errors in advertising beyond the amount paid for the space.

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Looking for Nessie



Stephen Uhler

I wonder what the Loch Ness monster is doing these days?

I pondered this while browsing through a pile of books heaped in the bargain bin at the Coles book store.

Bargain bins are a Sargasso Sea of literature where unsold books end up languishing for all time in a sort of limbo; they exist, but do not seem to go anywhere.

I say this because all book store bargain bins have the same books in them. Perhaps there is a specialty store out there which only supplies

books no one will buy unless its in a bargain bin.

One type sure to be bin-bound are books cataloguing weird and wonderful creatures, like Bigfoot and kind-hearted college administrators. There are rumors these things exist, but very little evidence to support it.

Those people with a taste for the weird and wonderful, who don't go mate-swapping in Victoria Park after dark, are bound (oops, a Freudian slip!) to fall in love with Nessie.

Nessie is the affectionate nickname given to the monster which lurks in Loch Ness in Scotland, and which occasionally pokes its head up above water to scare a few locals and perhaps an environmentalist or two.

Except for a few fuzzy and indistinct photographs, no proof exists of Nessie's existence. Apparently, to qualify as a weird and wonderful creature, you can't be photogenic.

The monster has been sighted since the 9th century, when monks first noted it on parchment scrolls (No monk should leave home without them). They described it as a snake-like thing with an appetite for wild deer.

Despite descriptions that make Nessie sound like a boa with a pituitary problem, its popularity is enough to support a tourist industry in Inverness, the community closest to Loch Ness.

The climax of Nessiemanomania occurred in 1976, when a scientific expedition managed to photograph something swimming underwater. The scientists even claimed to get Nessie to say "haggis" to the camera, although the photo is too fuzzy and indistinct to know for sure.

Then, nothing. No sightings, no reports of Nessie coming out of 7-Elevens, not even a fuzzy and indistinct photo. Nessie had vanished.

Maybe it's for the best. Nothing destroys a legend more than being revealed. The mind reels at what would happen if Nessie was proved to exist.

National Geographic magazine would do a cover story which would feature a controversial picture of Nessie stepping out of the shower, perhaps in the last stages of pregnancy (It worked for Demi Moore).

Animal rights groups would protest the picture, saying it exploited the poor creature, and would begin picketing in the cold rain on the shores of Loch Ness until they all pass out from hypothermia. Geraldo Rivera would host a special in which he hopes to prove Al Capone's secret vault was guarded by Nessie. He'll do this by draining the lake on live television.

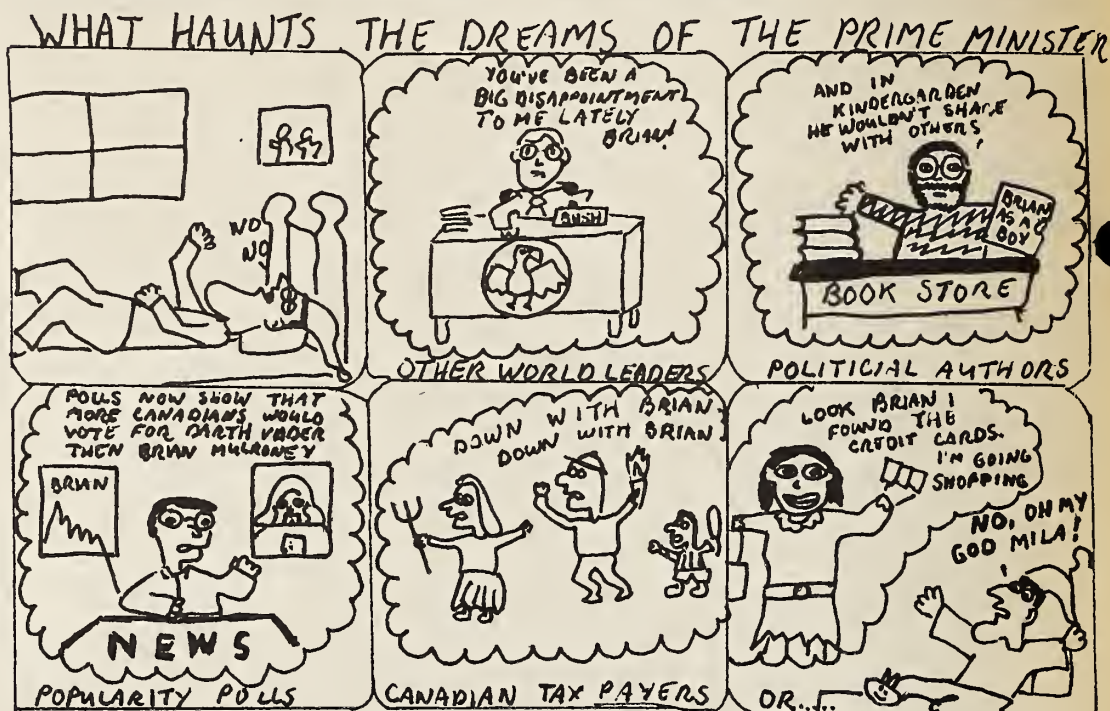
I have my own theory on Nessie's disappearance. Tired of the pressures of being a celebrity, it faked its own death and is now living with Elvis and Hitler in Argentina.

Remember, you read it here first.

Letters to the editor

Spoke welcomes all letters to the editor. If you have a beef, or an opinion, please send it in. Spoke reserves the right to edit letters to fit space, and to remove any libellous statements. Your letter must be signed, and include your program and year for verification. Send letters to the Spoke office, room 4B15, Doon Campus.

OPINION



Constitutional proposals flawed

On Sept. 4, 1991, Prime Minister Brian Mulroney unveiled the new federal constitutional proposals. The package of 28 proposals will be subject to change in the next five months as the joint committee of the House of Commons and the Senate conduct public hearings across the country.

A major flaw in the constitutional package is making the aboriginal people wait up to 10 years for self-government. This time there may be more than one Elijah Harper saying "no" to this offense.

The native people who have lived in Canada for thousands of years need to have their right to self-government in the constitution now, not in 10 years.

Recognizing Quebec as a distinct society and putting off native concerns for a self-government, is hypocritical. Is it any wonder Ovide Mercredi, Head of the Assembly of First Nations, is threatening to boycott the discussions over the final draft of these proposals.

Joe Clark, constitutional affairs minister, gave the flimsiest excuse for putting native self-government on hold. He said the Canadian people are frightened of the concept of native self-government.

How can Clark speak for the Canadian people? Maybe the federal government is afraid Canadians will learn something from the example of native self-government and will want to change their own governments.

Obviously, Mulroney and his cronies are not brave enough to take the step needed to ensure native rights. The constitutional proposals would recognize Que-

bec as a distinct society, reform the Senate, and alter provincial powers among other things.

Recognition of Quebec's distinct society — the clause which caused so much difficulty in the Meech Lake accord — would be included in the Charter of Rights, the preamble of the Constitution and in a so-called Canada Clause that defines the country's characteristics. It would also be defined in relation to French culture and language and Quebec's civil law. That was missing from the Meech Lake accord.

Property rights would also be put into the Constitution, and it would be more difficult for the government to override the Constitution by using the so-called "notwithstanding clause."

There is also a proposed economic union to make the Canadian economy more efficient by eliminating inter-provincial trade barriers and overlapping provincial jurisdictions. It would give Ottawa the exclusive power to make laws to ensure the efficient functioning of the economy. It could give Ottawa the power over provincial budgets.

The main difference between the new package and Meech Lake is the proposals would not require unanimous consent of the provinces for passage — just seven representing 50 per cent of the country's population.

If the accord is to work this time, it is essential that all Canadians be involved in the debate process, especially the aboriginal people.

— By Sarah Jane Paterson

Greenwashing bad for the environment

The emergence of environmental awareness has brought many new words into our vocabulary. Biodegradable, recyclable, ozone friendly and rain forest friendly are familiar to everyone.

A not so familiar word, but commonly found problem, is greenwashing.

Over the last few years, communities have effectively pressured the government and companies into setting up eco-standards, as well as cutting down on waste. Communities now make a conscious effort towards conservation and are buying less environmentally damaging products.

Now people must be aware of institutions going green for profit — greenwashing.

Such institutions gear their promotions towards the consumers eco-conscious psyche. Campaign slogans such as "buy from us and we will plant a tree" is one example of greenwashing promotion that is taking advantage of consumers attempts to improve the environment.

Although planting a tree is a positive step towards a healthier environment, one must keep the underlying costs in mind.

Buying nothing will do less environmental damage

than buying something, no matter how environmentally friendly the product is.

Consumers do not have to switch banking institutions to get a tree planted, as some advertisers would lead you to think.

It was the consumers that first initiated environmental awareness, therefore they should not be conned into giving their money towards greenwashing. The money can better spent in a more direct manner.

The challenge to consumers is to sort out the pseudo-ecological advertising by institutions from those who are attempting to promote truly useful products.

It still remains the consumer's responsibility to act as a watchdog and make communities aware of companies and institutions attempting to greenwash their products or services.

Consumers must keep a watchful eye on companies and institutions that may be attempting to profit from eco-consciousness and send a clear message that such actions will not be tolerated.

The best rule of thumb to remember when making a purchase is that the environment will always benefit more when we purchase less rather than green.

— By Catherine O'Brien

Cafeteria extension to open soon

By Jayson Hunt

The new 630-square-metre cafeteria extension is expected to open near the end of October or the first week in November, according to Dave Putt, director of physical resources at Doon.

Putt said the addition will not be music piped into it and was designed to be used for purposes other than just a standard cafeteria.

Banquet, award nights

"Different furniture will be put in there because besides being a standard cafeteria, we want to use it as a special functions room, whether that be banquets or awards nights," Putt said.

He added that to eliminate previous overcrowding the college only had to build 180 sq. m, but 450 sq. m more was added in the hope of accommodating students for the next 10 years.

The extension, Putt said, would have been completed sooner but problems with approval and delivery of the new furniture came later than expected.

The cost of the new extension, including the new faculty space and the re-arrangement of offices on that level Putt estimated at \$250,000.

Construction of the new elevator to be located near Door 5 also should begin shortly, Putt said.

"It's a pity we have to do it during the term.

"It would have been nice to do it



Dave Putt, director of physical resources, checks measurements for the new elevator.

(Photo by Jayson Hunt)

June or July but we did not have the OK from the government," Putt said.

Putt said he has already sent out a memorandum telling all the college faculty that construction is scheduled to begin near the end of October.

Elevator

"There will be some noise and inconveniences but, hopefully, we will minimize it."

He said the 1,575-kilogram capacity elevator is on order.

The work that will cause the most

noise is the the removal of tons of concrete from the walls in that area, Putt said.

The new elevator will be equipped with braille lettering and will be wheelchair accessible, but was designed for multi-purpose use and not just special needs, Putt said.

"Once I know who's got it (the contract) and how we are going to approach it then we'll get information out from my office (about the construction)," Putt said.

Tenders for the elevator addition were being accepted until 3 p.m. Tuesday, Oct. 22, by Putt's office.

More changes planned at Doon

By Jayson Hunt

Within the next five to 10 years, Conestoga College's Doon campus is going to have a structural face-lift.

For the next 10 to 12 months Dave Putt, director of physical resources, will be busy developing a second 10-year plan for Doon.

The first 10-year plan was submitted to the Ministry of Colleges and Universities in January 1989 and included the new student/client building, changes to the technology wing and the new addition to the main cafeteria. Because the funding was made available right away, the 10-year plan took only two years to complete, Putt said.

"We know what we want to do but it's got to be co-ordinated, cost efficient and effective," Putt said.

With the completion of the new student/client building next year, Putt said the human resources depart-

ment, the Guild Room and some other offices located in that area will move into the new building and that area will be reconstructed into classrooms or offices.

He said that the bookstore also will move into that area and the portable it is now in will be removed.

The Dooners cafeteria next year is to receive large exterior windows that would lead to an outdoor patio-cafe concept for the summer, Putt said.

Other changes Putt include the designation of a main entrance, and possibly opening up Door 3 into a reception area.

"We want to look at that whole front entranceway, which now looks like an industrial basin. I would like to move central receiving way to the back of technology, if that's possible," Putt said.

"It is an ongoing process that depends on funding, but right now we need to sit down and develop a plan for next year," Putt said.

College accessibility for disabled students not an issue in the campus's original design

By Nate Hendley

The director of physical resources at Conestoga College's Doon campus recalls he didn't see a wheelchair on campus until the mid-1970s.

Making buildings accessible to the disabled was not a big issue in construction when the Doon campus was built in 1967, Dave Putt explained.

"Building for the physically challenged wasn't a design factor years ago."

Putt said he is proud of the retrofit work going on at the college which will make the campus more accessible to special needs students.

He said he admits, however,

"We've got a lot of problems to overcome. We're working with a building designed in the '60s and '70s."

"Building for the physically challenged wasn't a design factor years ago." — Putt

He explained the new student client services building at Doon is being designed with accommodations for the disabled already in mind.

Using the Ontario Building Code (which enforces standards of spe-

cial needs construction) as a guideline, the student/client services building will feature an elevator and power doors to allow easier access for special needs students.

Retrofit work on Doon's older buildings, and at the Guelph and Waterloo campuses include installation of 15 power-operated doors.

Worth \$100,000, the doors will allow physically challenged students to enter and exit more easily.

"We're working with the code now and...wherever we can, we try to go beyond it," Putt said.

Accommodations such as power doors and wheelchair ramps for special needs students, are becoming "a natural part of the building process," Putt indicated.

You Tell Us

"Providing you graduate, what do you think your chances are of employment?"



I think I'll get a job because of the program that I'm in. Nowadays, computer programmers are in demand.
Jose Perez
first-year computer programming



Pretty high. I have a lot of good references. I also know a lot of people and plan on working really hard to get good grades.
Steve Tremblay
first-year accounting



The field seems to be opening up a bit with junior kindergarten. There seems to be a good chance.
Heather Kennedy
second-year early childhood education



There are a lot of technological advances in BRT, so I guess there will be an opportunity for broadcasters.
AJ McCarthy
second-year broadcasting



Should be pretty good. From what the experts say, the economy is picking up.
Mohan Singh
second-year mechanical engineering



I hope that by the time I graduate next year, things will be better than they are now.
Melody Roth
second-year mechanical engineering



Good, because we have a small class. There are jobs advertised in the paper.
Donna Faus
second-year mechanical engineering



I think my chances are excellent. My co-op should give me an advantage above other applicants.
Shawn Smith
second-year robotics and automation

Tibbits forum on college funding

Continued from page 1

The province has offered college support staff a 2.7 per cent increase.

With the government adopting a tough stand towards wages, extra funds may be in the college's budget after wage increases have been paid, he said.

"Since we have budgeted for a higher amount (for salaries), the \$135,000 can be managed."

Though the cut will not result in job losses at Conestoga, the college will "be more careful in filling staff positions."

"Stability in existing staff will be 100 per cent."

Tibbits said the union strategy in

salary negotiations could be to delay bargaining until the economy improves and the government is under less pressure.

Third, the college does not receive its entire budget directly from the province, he said.

"About 50 per cent of the budget is revenue sourced," he said.

Revenue comes from such activities as contract training, consulting services and worker training. Worker training revenue, which comes from Canada Employment Centres, is higher than last year, Tibbits had said in a previous interview.

Special needs 'wish list' comes true

By Nate Hendley

Paula Saunders enjoyed the part-time computer course she took at Conestoga College two years ago but found it difficult to get around the Doon campus in her wheelchair.

"It was frustrating. The course was in the basement, and I hated using the freight elevator. I found it rather degrading to have to use something classified as a freight elevator. It's not too wonderful for your ego," she said.

Saunders, who lost her legs in a traffic accident 21 years ago, works as an advocacy co-ordinator at the Independent Living Centre. Located on Marsland Drive in Waterloo, the centre is run for the most part by people with disabilities and reaches out to help other area residents who are physically or mentally challenged.

Saunders, who drives her own specialized van, is an independent-minded woman who is aggressive in promoting rights for the disabled.

She is quick to reject stereotyping. Saunders dislikes being patronized because of her disability or being thought of as less than normal because she is in a wheelchair.

"I can't hide when I'm in a wheelchair. People either overcompensate in trying to help you or ignore you because they don't know how to deal with you. Being too helpful can be just as bad as ignoring a handicapped person," she said.

As advocacy co-ordinator, Saunders works "for and on the behalf of other people, encouraging them to become independent advocates for themselves. I try to get disabled people to speak up for their rights."

Disabled people often are too afraid to complain about inaccessible housing or transportation, she said, because of a fear they will be ignored.

One way Saunders spoke up for her own rights, and the rights of other disabled students, was by taking note of Doon campus's lack of access for the handicapped.

In the summer of 1989, Saunders took an investigative tour of the campus with Rick Casey, special needs co-ordinator, and Lori Gove, manager of special needs for the city of Kitchener. The trio made a wish list, suggesting wheelchair ramps, more accessible washrooms and entry doors. The list was forwarded to Dave Putt, director of physical resources, and other staff to raise awareness of the needs of handicapped students.

Saunders said she is pleased that since her tour Doon campus has implemented many major projects to make the campus more accessible. She is also pleased with the work Casey has done as college special needs co-ordinator, but said a disabled person such as herself is probably better able to present the needs of physically challenged persons.

"People might not listen to Rick as much because he is able-bodied. When someone like me comes around, who is in a wheelchair and seems to know what they're talking about, they listen."

Saunders has three children, Todd, Craig, and Tricia. Her eldest, Todd, was six weeks old when Saunders had her accident.

"It's never been an issue with them that I'm in a wheelchair. None of them ever knew me before I had



Paula Saunders of Waterloo's Independent Living Centre.
(Photo by Nate Hendley)

my accident," she said.

Saunders applauds the new upgrading at Doon for the physically challenged but said she hopes projects such as the new passenger elevator near Door 5 won't drive a wedge between special needs students and the non-disabled commu-

nity.

"When they put the new elevator in I'm hoping they don't call it a special needs elevator. There is a problem when people think you're doing a project like that just for a small group of people. It's really for everybody."

MEXICAN FIESTA DAY

TUESDAY OCTOBER 22, 1991

11:30 A.M. - 1:30 P.M.

DOON CAFETERIA



Get all the facts on
Spring Break in

CANCUN, MEXICO

Action Tours Rep will be Present

DSA... in touch



Well, here we are at the start of another week where most of Conestoga College is faced with those dreaded mid-terms. The students are pulling out their hair while the faculty say "I told you weeks ago about the mid-term coming up! (Ha-Ha)" Just think, only six and-a-half more months to go till your year is through. The work load is heavy, but before you know it Christmas will be here, then we're off to Cancun, Mexico and we roll into summer right after (Finals-yech!) Hang in there and do your best.

This week's column has to do with something that's common no matter where you go. We've all been involved in one way or another either by hearing or helping spread rumours. The thing that we don't realize is how many people we hurt through the process.

The DSA has been torn apart so many times by individuals making accusations or starting a small rumour which turns into huge snowball. Yes, we have survived, but it hurts. I'm not writing this to complain or discourage communication, but if you are going to say something, make sure your story is based on facts and not rumours.

This week the DSA will continue to promote its March Break Destination, Cancun-Mexico, by having a Mexican Fiesta Day on Tuesday, October 22. The cafeteria will be serving Mexican food, Action Tours will be here with some great promo prizes, DSA will be all decked out in Mexican or Beach wear clothing and the rest of the student population is encouraged to participate in all the fun.

Also this week the Men's Varsity team plays the University of Buffalo at the Rec Centre on Wednesday, October 23 at 7:45 p.m.

Upcoming events include: Movie Night on October 28 in the cafeteria at 8:00 p.m. Make your plans to join us.

Jeffrey Nold



Programs retrain unemployed

By Ted Hodgins

An influx of grant money for training is allowing Conestoga College the chance to help cut down the number of people who need to collect unemployment insurance benefits.

"We are expecting something between \$1.5 and \$2 million," said Sharon Kalbfleisch, dean of the school of college access and preparatory studies. "There are actually two pots of money, one from UIC (unemployment insurance commission) and the other from Canadian Job Strategies," said Kalbfleisch.

The college is starting up 17 new programs this month to help ease unemployment in the area.

Before changes to the unemploy-

ment insurance system, an unemployed worker normally was expected to be out looking for a job, not in a classroom, she said. Under the new programs "you have to be on UI to get in. That's what the training dollars are for, to help these people get jobs," Kalbfleisch said.

One of the programs that was to start Oct. 15 at the Waterloo campus is Introduction to Non-Traditional Occupations.

"This program is designed to help women identify their career path and help point them in the right direction," Kalbfleisch said.

"We are trying to get women to look beyond the 'pink ghetto' jobs. A lot of women don't realize that they don't have to work as a secretary, nurse, or in ECE. They can do anything, and that what this pro-

gram tries to teach."

Another program offered is called Workers With Experience. It was slated to begin Oct. 15.

"This program is designed for the older worker. The kind of person who has held the same job for a number of years and has fallen on hard times," Kalbfleisch said. "With the manufacturing industry dying, especially in this area, a lot of people are out of work and they need a program that can train them in the skills needed to find a new job."

Kalbfleisch said she is glad that the programs are being offered.

"This is not a social services gesture for the government. This is just to help people get employment, and that cuts down on the number of people who use UI. It's a win-win situation for everyone."



Sharon Kalbfleisch is expecting grant money for training programs. (Photo by Ted Hodgins)

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HELP US FIND CANCUN! SCAVENGER HUNT.



Fill out the form and return to the DSA Activities Office by noon on Oct. 22 and win great prizes. Winners will be announced during Mexican Fiesta Day on Oct. 22.

Answer the following questions:

1. What country is Cancun in? _____
2. What Channel of water is Cancun located on? _____
3. What is Mexican currency known as? _____
4. What is the name of the tour company that is offering Cancun to Conestoga College students? _____
5. What hotel will Conestoga stay at? _____
6. How much is a quad room at this hotel? _____
7. How much bar credit is this hotel offering per room? _____

Bring the following items to the DSA Activities Office by noon on Oct. 22:

- | | |
|------------------|------------------|
| *sunglasses | *beach towel |
| *beach ball | *pale and shovel |
| *sun tan lotion | *water bottle |
| *life preserver | *frisbee |
| *beach sandals | *bathing suit |
| *zinc compound | *water wings |
| *snorkel or fins | *straw hat |
| *sea shell | *mexican money |



NAME: _____ PROGRAM: _____

PHONE # _____

GOOD LUCK! SEE YOU IN CANCUN!



Sexist attitudes form in childhood, says counsellor

By Sarah Jane Paterson

Women have been socialized to believe it is their fault if a man assaults them, a counsellor at the Doon campus says.

"(They say) 'I must have led him on to the point where he was out of control.' Prisons are full of people who got carried away," said Carol Gregory, co-chair of the sexual assault/sexual harassment committee at Conestoga College.

The excuse of "being carried away" is "meek" because it indicates someone is not taking responsibility for their "irresponsible and criminal behaviour," she said.

Gregory said men need to take responsibility for their actions, and for recognizing men are the abusers in 99 per cent of the cases.

"Like it or not, that's the way it is. We can't excuse that. As much as that might be painful for a man to hear."

Sexual assault is any sort of unwanted fondling, kissing, bodily touch, or forceful coercion without the woman's consent, she said.

Valerie Gennings, peer helping administrator and co-chair of the sexual assault/sexual harassment committee at Conestoga College, said the first step of raising awareness about sexual assault is by challenging what people know, the "myths" and misinformation they learned through socialization.

"Boys are encouraged...to grab for what they want and to go after it. Little girls are given a lot of strokes for lying still, for smiling and for gurgling"
— Gennings

Gennings said socialization of boys and girls starts when they are babies.

"Boys are encouraged...to be physical, aggressive, outgoing. To grab for what they want and to go after it.

"When they can't even hold their head up, they are bounced on someone's knee.

"Little girls are given a lot of strokes for lying still, for smiling and for gurgling."

In the educational system, boys are encouraged to be first in line. "Boys lead and girls follow, boys are the strong ones and girls are dependent," Gennings said.

The socialization of children influences their adult relationships, which are often unequal. This inequality can often be covert. "You go out on a date, he pays for the movie, therefore, you're supposed to neck with him. You go out to a movie and dinner, so you're expected 'to put out,'" she said.

There are social taboos about who assumes leadership in relationships between men and women, Gennings said.

A woman is labelled a "slut" if she initiates sex with a man. "We're not supposed to enjoy sex and the man is supposed to initiate sex. You're taught you don't want to be labelled as aggressive because that is not an admirable trait in a female," she said.

The male-based hierarchy is en-



Valerie Gennings

trenched in the institutions in our society: the church, the economy, the family, and the educational systems, Gennings said.

The media and advertising play a role in the objectifying of women.

"The woman is broken up into chunks — she is legs, she is breasts, she is hand, she is neck.

"Her personhood is broken up into chunks and suddenly then, we don't look at a woman in her entirety as a person. We see her as bits of something and it's very easy to violate and take advantage of something that isn't real, isn't a person."

Some men believe that is OK to assault a woman because they have a right to a woman's body, even if she says "no."

Gennings said it is important for men to listen and believe the woman when she says "no," and then to respect her decision.

If the man hears a "no" and then goes past that, then it is sexual as-

sault and an act of violence she said. "It depends on how it feels for the recipient, if that feels OK, then great.

"When it is reciprocal it's good. When it's not, you're in the wrong boat," she said.

"If that woman is saying no, then no means no. I don't care what you read the body to mean," she said.

"If any one of those two people in this interaction is uncomfortable then someone is not having a good time anymore."

It is important for the woman to be clear about what she does want and doesn't want.

And the man has a responsibility for his own behaviour, Gennings said.

"If a man is getting a confused message from the woman, he should clarify that."

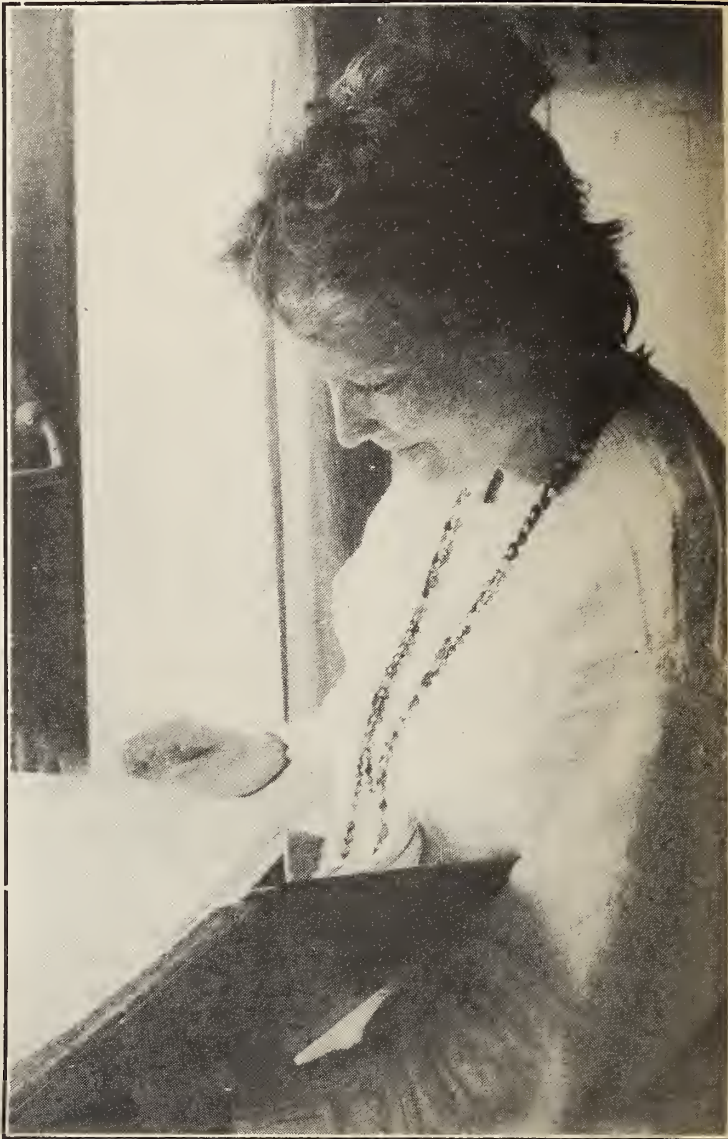
The man should say, "Hey, babe, I'm reading yes in your eyes, yet you're saying no, what is your real message?"

"And clarify it more if necessary. 'What does that mean, no tonight, no tomorrow, no for the moment?' If the woman says yes, and then at some point says no, then you stop," she said.

"I believe it's perfectly OK to start necking and when they move on the woman says 'I'm just a kisser. I'm just doing the kissing stuff and that's it.'"

"Then the man can make the decision about what he wants to do with that," Gennings said.

"If he's OK with just necking, super. If he wants more, then bud, you're going to have to look elsewhere."



Carol Gregory, co-chair for the sexual assault/sexual harassment committee.

(Photo by Sarah Jane Paterson)



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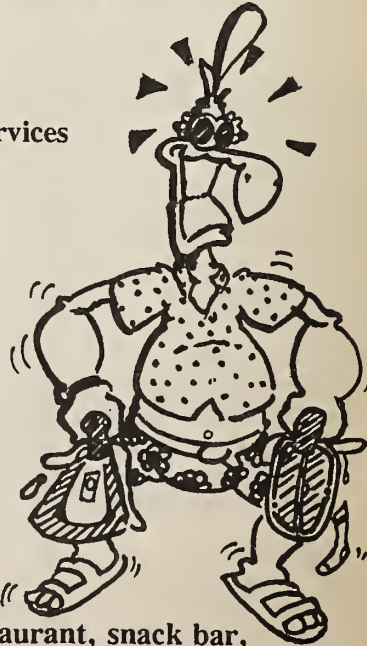
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DSA constitution to be examined at special open meeting

By Stephen Uhler

The Doon Student Association's constitution will be examined and ratified during a special board of directors meeting to be held at 3:30 p.m. Thursday, Oct. 24.

"We're going to go through the constitution then," said Anita Arnold, vice-president (internal), during the BOD meeting held Oct. 10. It's already been through at the executive level."

This will be the final phase of an amendment process initiated in January 1990 by former DSA president John Lassel, to transform the organization into a student-run one.

The constitution documents the rules by which the DSA is operated.

To be ratified, the document must be voted for by the BOD, which is how the student body affects DSA policies.

Changes include the retention of voting rights for the DSA's full-time staff members at the executive level, and a refinement of requirements for prospective candidates seeking DSA and BOD positions.

Lassel said he wanted the DSA to be completely run by students elected by their peers. A constitution committee was formed early last year to implement the amending process.

Some of the changes originally proposed were the removal of voting privileges at the BOD and the executive from full-time staff. They are not elected to their positions within the DSA executive.

However, during a meeting held on May 27 of this year, it was decided by the executive to allow business manager Phil Olinski and activities co-ordinator Becky Westman to vote at executive meetings, but not at the BOD.

This decision is to be included in the new constitution.

Other amendments clarify eligibility requirements for DSA candidates and BOD members, who will

have to keep a C average and fail no courses. Positions, their responsibilities and their authority on the board and the executive will also be defined.

The amendments will become part of the constitution if the document is ratified.

The meeting is scheduled from 3:30 p.m. to 5 p.m. in the Guild Room. Copies of the proposed constitution were to be available Thursday, Oct. 17, at the DSA office.



Anita Arnold

DSA planning spring break trip to Cancun

By Leanne Okum

The Doon Student Association was busy the month of September getting prepared for the spring break holiday.

Through Action Holidays, the DSA has been organizing the spring break trip to Cancun, Mexico.

The Cancun package includes round-trip airfare, round-trip transfers between airport and hotel, seven nights accommodation, services of an Action Holidays representative, weekly activities and a \$100 U.S. drink credit per room. The cost of the excursion ranges from \$459 to \$899. Rates vary per resort and persons per room.

"Cancun was chosen again this year because it is the most popular spring break destination," said Becky Westman, DSA activities co-ordinator. "Cancun is a party that is made for tourists. It has everything there for them."



Becky Westman prepares posters for the DSA March break Cancun trip.

(Photo by Leanne Okum)

The DSA is promoting the Ya'Lma K'am resort this year because it is nicer and cheaper for the students, Westman said. It is beachfront property with a view of the beach or lagoon. It also has various activities for the guests.

Last year, students stayed at the Casa Maya resort. Students can choose their own resort but the DSA hopes students will all stay in the one hotel.

Last year, approximately 22 people took the trip. This year, the DSA has reserved 75 spots.

"We are hoping for a lot more this year," Westman said.

"There's so much to do there," said Jamie Slater, vice-president (internal).

"The culture is quite different, but it is quite Americanized. There is something for everyone — great

nightclubs, activities and food. If you are homesick, there is even a McDonald's.

For more cultural activities, there are day trips to the Mayan ruins and bullfights."

Slater went on the trip last year as a representative from the DSA.

The deadline for receiving a \$150 deposit for the Cancun trip is Oct. 30.

A cheaper alternative to the March break excursion is the Quebec Winter Carnival trip.

On Feb. 6-9, the DSA is organizing a trip to Quebec through Adanac Tours.

The cost ranges from \$159 upwards and includes return coach transportation, two nights accom-

modation, a schedule of carnival events and assistance of a Adanac Tours escort.

Other services and activities are optional.

"It is a cheaper weekend for the students," Westman said.

"The trips are a good time and we encourage people to go. If people went to a private travel representative for a trip, they would pay \$150-\$200 more than the price that we are offering.

On Oct. 22, there will be a Mexican fiesta day in the cafeteria with a limbo contest, nachos, Mexican food and prizes," she said.

The DSA plans a draw at the Halloween movie night Oct. 29 for a free trip to Cancun.

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Privacy Act affects colleges, not universities

By Kim MacLaren

Privacy is a basic human right.

Everyone has the right to be left alone, according to the Freedom of Information and Protection of Privacy Act, which applies to provincial ministries and agencies, community colleges and district health councils.

"But (it does) not to universities and hospitals," said Paul Moridan of the Ministry of Colleges and Universities.

The information and privacy commissioner of Ontario ensures that the Act is adhered to and tries to make sure the rights of access and privacy are balanced, he said.

Moridan cited an example in

which the right of access was denied: If a university student is dismissed from school unfairly and wants his or her personal records, they cannot obtain them. Universities are exempt from the act, but "sometimes a university will draft its own policies and procedures pertaining to the FOI act, but often they don't, because they don't have to," Moridan said.

He said the Ministry of Colleges and Universities receives about "10 per cent" of complaints from university staff and students from across the province, but "we have to tell them universities are exempt from the Act and there's nothing we can do for them." He added, the only recourse for a university stu-

dent with a legitimate complaint, is to go to court, but they often "give up on that idea" because they don't have the money.

A lot of problems are generated by university staff as well, he said. "I've had complaints from staff in which they couldn't obtain their personal records upon leaving a job or they were prohibited from bidding on jobs within a university in which they were employed." He added there have been a number of complaints in which university professors wanted to know why they received poor evaluations for courses taught and were not permitted to see the evaluation as well, because the university wouldn't release those documents.

Woman takes on non-traditional role

By Kingsley Marfo

She was almost thrown out of her house by her parents when she was 17 years old because she bought a Honda motor cycle.

From infancy she has always been fascinated by mechanical things and had always loved figuring out how to fix things manually.

That is how Kim Rees, a self-professed tomboy who grew up on a dairy farm in Breslau, explains her decision to enroll in the motor vehicle mechanic apprenticeship program at Conestoga College's Guelph campus.

As the only female in her class of 23 students, the 26-year-old Rees, is now in her final year of a three year program.

Chauvinistic remarks

She says she still has to deal with the occasional chauvinistic remark from her male colleagues who think a woman has no place in the skills trade, which has been a traditional male bastion.

"But after I succeed in getting a vehicle running, after the male mechanics have failed in their attempt that keeps the men quiet for a while," Rees said.

The traditional restrictions, which tend to end the careers of most women in male dominated vocations have not stopped the 26-year-old Rees.

She has been married for five years from pursuing her goal of becoming a licensed mechanic.

Even when she got pregnant in the second year, Rees continued classes uninterrupted except for two days until she gave birth.

"I gave birth to a baby boy on Sunday and missed one class the following Wednesday, but I joined my classmates for the rest of my classes," Rees said.

She recalls being the object of sympathetic stares and whispers from members of her class who seemed astonished by the presence of a pregnant woman.

'She is pregnant'

"On one occasion I had to work with a new class of students and while I was doing my assignment I could hear whispers such as 'she is pregnant' coming from the direction of some students huddled together," Rees said.

Rees said she found the incident amusing because she could not imagine anybody incapable of noticing a woman eight months pregnant.

"Apparently they were shocked to see me there pregnant thinking I was crazy."

She said the only difficulty she faced during the pregnancy was lifting heavy vehicle parts and equipment during class assignments at The Auto Shop in Cambridge, where she works as an apprentice.

Rees, who graduates from her program in May 1992, said if a woman can handle the odd comment, as well as rebuff the occasional snide remarks, she would not feel out of place or intimidated in a profession dominated by men.

Even at the shop some customers give her incredulous looks, but she has grown accustomed to such stares, she said.

Most of the customers who seem taken aback to see her working at



Kim Rees enjoys her apprenticeship at a Cambridge garage.
(Photo by Kingsley Marfo)

the garage are the old ladies who usually exclaim "look at your hands, they are so dirty!"

"I smile at such remarks. They probably did not have to work during their time. However a woman has to work for a living these days," Rees said.

Although Rees said she has no particular role models, her husband, Colin Rees, an electrician, influenced her choice of a career in the trades. However, her family disliked her choice.

Mother upset

"My mother was upset that I decided to work in a garage because it meant I could not provide her with any grandchildren," Rees said.

But this initial concern of her mother has been calmed with the birth of Glen Andrew Rees about five months ago.

Rees said when her family needed a second car they came to her and "I got a good deal on a car for them so they are happy about my choice of vocation now."

She said, like the change in her parents attitude, other psychological and social obstacles, such as people's perception of women's role in skilled trades, will change with time.

Changing attitudes

Women can help accelerate the trend by being aggressive and confident, she said.

"All that is required is a willingness to learn."

Rees also said the physical strength required in the performance of certain tasks as a mechanic does not give men any advantage over women.

"There are guys smaller than I am who cannot lift what I cannot lift either. So what difference does it make?" Rees said.

As well there are machines which do most of the lifting in modern shops, she said.

"Women are not at a disadvantage. However, a prospective woman who intends to pursue a career in the skills trades must be prepared to get her hands dirty with a little oil and some grease," said Rees.

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Broadcast students film Oktoberfest parade

By Renee Ammendolia

For second-year broadcasting students, filming the Oktoberfest parade is as much of a tradition as the actual celebration itself.

The 20th Annual Oktoberfest parade took place on Oct. 14 with the parade route via Erb and King streets all the way through Kitchener to Madison Avenue.

Conestoga College broadcasting students have covered the parade for at least 13 years, according to broadcasting faculty member Micheal Du Boulay.

"I have been here for 13 years and we have done it ever since I came here.

"This is a class project where the students are required to do every-

thing. I am the facilitator of this event," Du Boulay said.

There were four cameras at the parade—three were on tripods and one was hand-held.

As well, there were two commentators and one interviewer on the street. There were also two spotters whose purpose was to keep the director up to date on what was coming up in the parade.

"There is a line-up sheet from the parade office with the order of events," Du Boulay said.

"Filming the parade will give the students better mobile television experience. A mobile control room is when all the equipment is taken out to a site, so that we can bring back a good picture for the viewer."

According to producer Sean Arm-

strong, this is the third year the parade was filmed in color.

"My job is to try and get everything together, co-ordinate people and get them to communicate with one another."

He said before the parade that he wanted to get a hold of several mayors, musicians, and people involved with Oktoberfest and have them welcome people on audio tape.

"This filming of the Oktoberfest parade is basically a class project for television lab," Armstrong said. "We cover this and the Santa Claus parade."

"I helped the second-year students last year, but this year I designed the set with the help of my set decorator Jeannette Hardam," said set designer Debbie Galambos.

The set design consisted of four kegs on a four-foot stage which the commentators used as a desk. There were also the German, Canadian, and Oktoberfest flags used on the set. "The challenge is to stay with it," said Du Boulay.

"The students go into a time warp, and they realize they are stuck wherever they are for an hour and a half on duty. By the end of the parade they'll say, where did all the time go? It's all very taxing. Television is like that.

"We like the Oktoberfest parade. It's usually entertaining and always keeps moving."

According to Galambos, the crew had a good time though it was cold outside.

"Everything went fairly well, no screw-ups. It was a great experience," he said.

Students provide pre-Oktoberfest security

By Shelly Kraft

Law and security administration students from Conestoga College provided security at festival tents in Kitchener-Waterloo during this year's Oktoberfest.

The students took turns working late-night and early-morning shifts while the tents were unoccupied. The students worked Oct. 9 to Oct. 19.

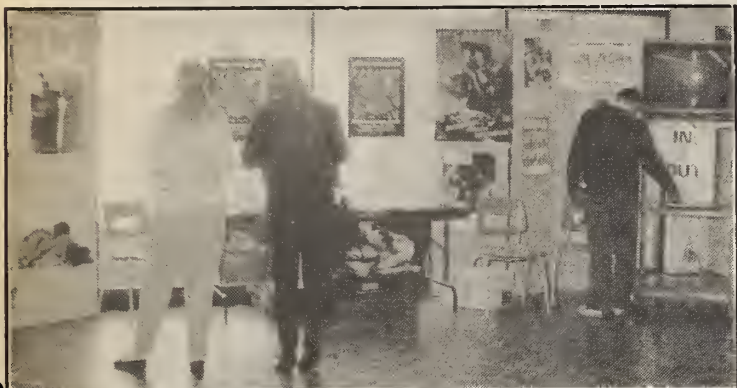
Sabrina Feser, second-year LASA, worked the first shift at the tent across from Waterloo Town Square, from 6 p.m. on Wednesday, Oct. 9, until 2 the next morning.

She was responsible for watching the unlocked tent, the surrounding grounds including showcase cars, and everything inside the tent including souvenirs and stage equipment.

"It's good experience for the field I'm going into," said Feser, "and I need the extra money."

At 2 a.m., Bob Kennedy, second-year LASA, arrived to relieve Feser. Kennedy, the organizer, gathered volunteers and made up the schedules.

"A lot of people backed out," Kennedy said. He had to take extra 2-10 a.m. shifts to compensate.



Students stop at the AIDS Awareness Week poster display. (Photo by Lyn McGinnis)

Nude posters attract attention

By Lyn McGinnis

Posters of nude couples lying on beds stopped students in their tracks while walking through the halls of Conestoga College's Doon campus on Tuesday, Oct. 7, and at Waterloo campus on Wednesday, Oct. 8.

The display was put together by the AIDS Committee of Cambridge, Kitchener-Waterloo and Area (ACCKWA) to promote AIDS Awareness week.

Mark Roberts, a registered nurse with the Waterloo regional health unit, set up the display, which included pamphlets, 300 condoms and six bleach kits for cleaning needles.

By the end of the day at Doon, there were less than 40 condoms left and all of the bleach kits were gone.

Roberts found some people would approach the display only if there appeared to be no one else there.

"They were sometimes intimidated if someone was sitting here. They would just come up, take what

was relevant to them and take off," he said.

Others came up and talked to him about the posters, which came from a number of countries. They would ask about the display items, especially about the bleach kits.

"They would ask how they work and why we were doing this (promoting the cleaning of needles) instead of needle exchange," he said. A number of students also wanted to know about testing. How long after a person who may have been exposed should they get tested and how long does it take to get results back, were common questions Roberts heard during the day.

There were a variety of reactions to the posters, Roberts said.

"Some of the people were offended by some of the pictures, saying they were too sexual. I just stressed that this was a sexually transmitted disease so you have to use sexual images," he said.

Roberts also said he had a lot of inquiries about where to get some of the posters. The favorites, he said, were from Germany.



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Nooner entertainment

Three Piece Suit in fashion at Conestoga

By Stewart Shutler

By the way they played and the reaction they got at the nooner on Oct. 8, the music group Three Piece Suit showed why they will never go out of fashion.

Fabian James and father and son Jim and Paul Lamb all played guitar and sang throughout the show.

For most songs they sang together in excellent harmony, and for others they did admirable solo jobs.

They started off by playing Crosby, Stills and Nash, and, in so doing set the tone for the rest of the show.

Most of the music they played was from the late 1960s to mid-1970s, such as America, The Eagles, Neil Young and Van Morrison.

When they played Simon and Garfunkel, James asked if anybody in the audience knew the theme song of the movie The Graduate.

While he waited for a response, Paul Lamb played the "thinking" music from the television show Jeopardy.

"We've got a batch of original material that we're starting to record and we're getting a pretty good response"
—Lamb

Memorable solos were Jim Lamb's cover of Taxi Driver by Harry Chapin and Paul Lamb's dead-on rendition of Louis Armstrong's What a Wonderful World.

James kept the show light by making jokes between songs. He asked



Three Piece Suit, from left, Fabian James, Jim Lamb, and Paul Lamb.

(Photo by Stephen Uhler)

a girl who was taking pictures if she was working for Playgirl magazine.

When James asked if the crowd wanted to hear Three Piece Suit play old Neil Young or new, everybody yelled that they wanted his old music.

"I don't know how he sells any of his new records," James said. "The man always sells 10,000 records, but I don't see how.

Everybody always requests his old stuff."

The biggest crowd pleaser was their final song, but there was confusion.

James announced it was going to be a drug song, but it seemed like they were singing a children's song.

They sang, "Old Macdonald had some coke, with a toke toke here, and a toke toke there, everywhere

a..."

Each subsequent verse mentioned a different type of drug.

In an interview after the show, Jim Lamb said the trio is from St. John's, Newfoundland and has been rehearsing together for a year and playing professionally for six months.

He said 90 per cent of their gigs are at colleges and universities, with the rest being at bars.

Lamb said they will be having a soft rock album out in the near future.

"We've got a batch of original material that we're starting to record and that we're getting a pretty good response from.

"We would have played some today, but we didn't have time," Lamb said.

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SPORTS

New assistant named for Doon fitness instructor

John L. Tachauer

The fitness program at Doon's recreation centre was getting to be too much to handle, according to fitness instructor Elizabeth Mask.

Mask has been working at the recreation centre for the past eight years.

Tasks that Mask had been given to perform include teaching compulsory academic fitness classes to both law and security administration students and to ambulance emergency care students, teaching a general elective called Wellness, as well as doing fitness testing for individual clients.

A fitness assistant was needed, Mask said, and there were three candidates for the position.

She wanted the new assistant as soon as possible, she added.

Mask was pleased that she received as many candidates.

"There are not a lot of people certified to do fitness testing," she said.

Heidi Tritt was named fitness assistant on Oct. 11 to help lessen Mask's workload.

Tritt is a graduate of the two-year

fitness instructor program at Humber College.

According to Mask, the new assistant's main duties will include performing some fitness testing.

"It takes about 2 1/2 hours to complete a fitness evaluation," said Mask, "and I have no time to do evaluations."

The evaluations include nutrition analysis, muscle endurance tests, flexibility, analysis of percentage body fat, blood pressure check and consultation.

Mostly students enter the fitness program, said Mask. "Many of them join to either lose weight or to add bulk to their body."

"The fitness program is more extensive than most places."

People outside the campus may be charged between \$25 and \$60 to become a member of the fitness program, she said.

For students at Doon, the cost is \$10.

Mask is hoping that more students will join the fitness program to put the new assistant to good use.

"Ten dollars is pretty cheap for the program," she said.



Fitness instructor Elizabeth Mask tests the body fat percentage of student Mike Szeryk at the recreation centre.

(Photo by John L. Tachauer)

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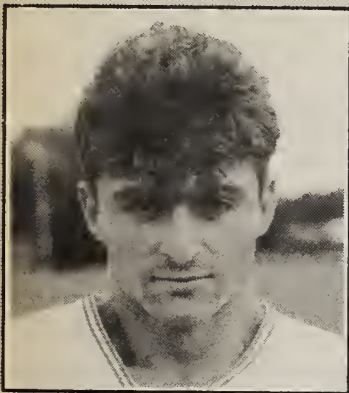
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Athletes of the week



Thomas Kapouranis

Thomas Kapouranis of the men's soccer Condors has been named male athlete of the week. He scored three goals in the Condor's victory over Sheridan College.

Kapouranis is enrolled in the general business program at the Guelph campus.



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Donna Ferraro

Donna Ferraro of the women's softball Condors has been named female athlete of the week. She had four hits, two runs batted in and three runs scored in two games.

Ferraro is enrolled in first-year early childhood education program at Doon campus.



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ATTENTION BUSINESS STUDENTS

GRAD PHOTOS

Orders will be taken for Grad Photos

Wednesday, October 23 and Thursday, October 24

10:30 a.m. to 1:30 p.m.

Door #4 Cover



WHAT HAS EIGHT LEGS, TWO FANGS AND AN ATTITUDE?

My answer is: _____

Bring your answer to the DSA ACTIVITIES OFFICE to be eligible to win some great prizes!

Name: _____

Program: _____ Year: _____

Draw will be held Tuesday, October 29, 1991



ACTIVITIES PASSPORT CHANGE

OFF CAMPUS PUB

THE NOVEMBER 7 OFF CAMPUS PUB HAS BEEN RESCHEDULED FOR

THURSDAY, DECEMBER 5 AT THE TWIST



By Barbara Jackson

In Toronto, the Condors were pounded 12-1 against the Seneca Scouts. Ferraro again led offensively with a RBI double. VanderZwaag was the losing pitcher.

Phone number _____

This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There is no handwriting or other markings on the paper.